

ONA LOCAL80
General Membership Meeting (GMM)

Tuesday October 22, 2024
McLaughlin Auditorium EG18a

Exec Present: Paul LoStracco
Serge Ganzburg
Jane Gaanan

Jennifer Brown
Marva McCalla

Regrets: Debbie Varadas

Mercedes Barillas

Members (Reps):

Celia Leibovitz
Chandi Sookdeo
Doris Chow
Jasmine Gaffoor
Joselyn Jose
Karen Krizan
Marites Quetulio
Rayan Ralleta
Judy Lucas
Cedric Russell
Long Tran
Margaret Julien-Lee
Deidre Bute-Husbands
Mbayo Kibungwe
Kathleen Valdez
Wendy Daley-Davis
Thalia Rawlins
Rose Payne-Thomas

Helen Seto
Rosie Gervais
Joy Hewitt-Williams
Velichka Todorov
Jill Watson
Trevor Pedley
Richelle Belonio
Kathleen Mores
Angelo Catalonia
Karlene Reid
Jessica Buda
Jane Powell
Susan Serrano
Carolyn Jardine
Marilyn Castro
Rhona Green
Nikola Stankovic
Maureen Thomas

Total Attendees: 5 Executive & 36 Reps

GUESTS: Karen Muller (ONA82) – in person presentation.
Bernadette Robinson (ONA49) via MTeams.

1. Call to Order and Confirmation of Quorum.

Quorum is 10 members.

AT 1530 BY Serge Ganzburg

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2. Land Acknowledgement.

Land acknowledgement for ONA Local 080:

We acknowledge the land we are meeting on is the traditional territory of many Nations including the Mississauga's of the Credit, the Anishinaabe, the Chippewa, the Haudenosaunee and the Wendat peoples and is now home to many diverse First Nations, Inuit, and Metis peoples. We also acknowledge that Toronto is covered by Treaty 13 with the Mississauga's of the Credit.

3. Review of Minimum Requirements.

4. Adoption of the Agenda.

Motion: Move that the agenda be

ADOPTED AS Read:

ADOPTED AS AMENDED: **X**

Removed from Agenda as Jeanne Ernst declined to attend Meet & Greet.

AMENDMENTS

M / S / CARRIED

MOVED BY: Jennifer Brown SECONDED BY: Maureen Thomas

5. Review and Acceptance of GMM Minutes of Oct 24, 2023

ADOPTED AS READ: **X**

ADOPTED AS AMENDED:

AMENDMENTS

M / S / CARRIED

MOVED BY: Jane Powell

SECONDED BY: Jasmine Gaffoor

6. Business Arising from the Minutes

None

7. New Business

7.1. Report of ONA Meetings; ACC, Nurses Week, PCM & HR&E

(Serge's Report – starts next page.)

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ONA80 Local Coordinator report to General Membership
October 22, 2024

Ontario Nurses Association Local 80
ACC, PCM HR&E

ONA80 Local Coordinator update

Federal politics update

The NDP has officially ended its coalition with the Liberals, introducing a new phase of uncertainty in federal politics. Although federal elections are not yet scheduled, many political commentators suggest they could take place as early as next year. Meanwhile, the Bloc Québécois leader, Yves-François Blanchet, may play a key role in keeping the current government afloat—an evolving situation that we will closely monitor

As a professional healthcare union, we must take every opportunity to push healthcare as a top priority in the upcoming elections. Canada's nurses are urging political leaders to take bold actions to transform public healthcare.

The CFNU (Canadian Federation of Nurses Unions) has issued a media release dated July 9, 2024, reinforcing this need, which can be reviewed here: [CFNU Media Release.
https://nursesunions.ca/canadas-nurses-unions-pushing-premiers-for-bold-public-health-care-transformation/](https://nursesunions.ca/canadas-nurses-unions-pushing-premiers-for-bold-public-health-care-transformation/)

"The CFNU is calling on all levels of government to work together on key evidence-based solutions to support the robust recovery of our health care systems by:

- Implementing nurse-patient ratios to address unsustainable workloads and improve patient care*
- Enforcing mandatory long-term care standards to address the safety and quality of seniors' care*
- Ensuring everyone has access to primary care in their community*
- Collaborating on a pan-Canadian approach to health workforce planning data to ensure our public health care system is strong for generations to come"*

Ontario politics update

Premier Doug Ford confirmed that no early provincial election will be held this year but hinted that he might call one as early as 2025. Although the next general election is officially scheduled for June 4, 2026, we must be prepared for the possibility of an accelerated timeline.

Bill 192, which would have enforced critical patient-to-nurse ratios, was rejected by the Ontario government. Introduced by the NDP, this bill sought to address long-

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standing issues in healthcare staffing. However, the Ontario PC Party, favoring privatization, used their majority to block it—sending a clear message that healthcare is far from a priority for this government.

The Ontario government continues to follow a “Defund-Declare Ineffective-Privatize” strategy and use the crisis as justification to privatize essential services. As healthcare professionals, we must be vigilant and stay united to push back against these efforts and advocate for policies that protect and keep patients safe. Whether the election happens in 2025 or 2026, we cannot afford to just wait.

Collectively we must continue pushing for policies that prioritize patient care and resist any moves towards further privatization. The time to advocate is now— and we will make sure our voices are heard:

**Ontario Nurses' Association**
@ontarionurses

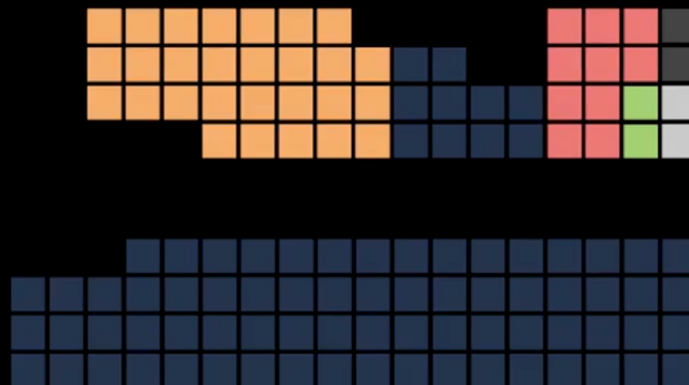
...

.@OntarioNDP introduced Bill 192 to mandate nurse-patient staffing ratios across Ontario, receiving wide support.

But not from the conservatives, with @fordnation skipping the vote.

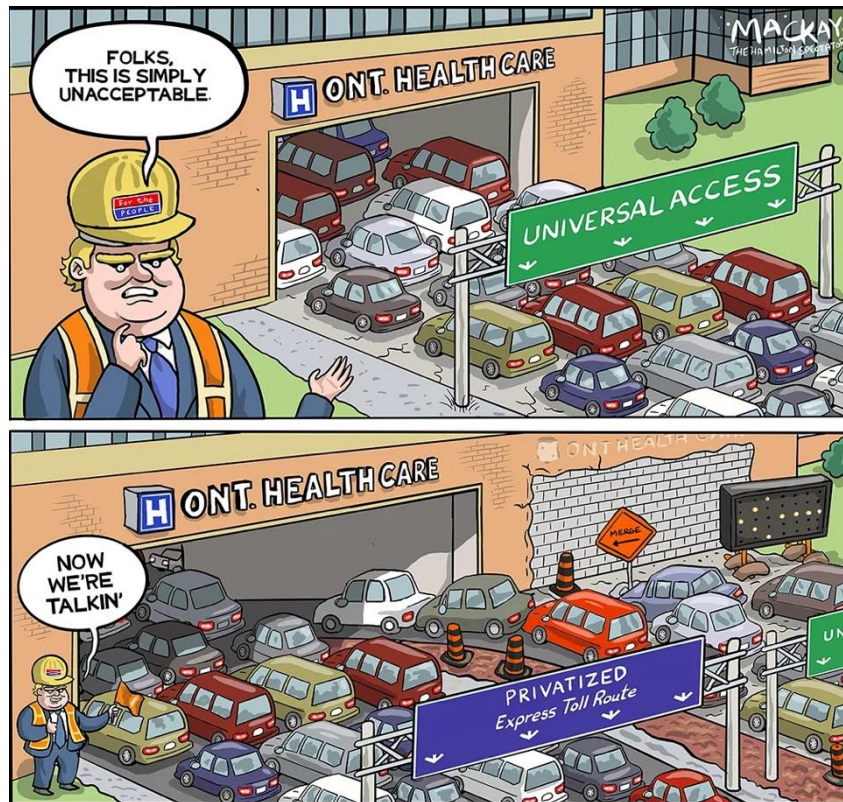
Why are the Ford conservatives against nurse-patient staffing ratios?
[#onpoli](#) [#onhealth](#)

**NDP, Liberal and Green MPPs
voted in support of nurse-
patient staffing ratios, across
party lines.**



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Other priorities for the Ontario PC?

As reported by CityNews "The construction of a tunnel under Highway 401 is projected to be extremely costly, with estimates suggesting a price of approximately \$1 billion per kilometre, potentially bringing the total to over \$50 billion, depending on the final length and complexity."

CityNews. (2024). *Ford announces plan to explore building tunnel under Highway 401*. Retrieved from [CityNews](#)

Any news for Ontario patients and healthcare workers?

Currently, 2.5 million Ontarians do not have access to a family doctor, a significant increase from 1.8 million in 2020. This shortage has grown by over 160,000 people within a six-month period, leading more individuals to rely on walk-in clinics, urgent care centers, or emergency departments, which can result in fragmented care and missed preventive screenings (Ontario College of Family Physicians, 2024; CityNews, 2024).

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ONA80 Charter Update

Women's College Hospital Bargaining Unit has completed its transitioning to ONA82. The demerger has been approved at the Board meeting in December 2023. Our Local made a transfer of \$30,578.00 in dues respective to ONA80 2023 Total Equity

7.1.

ACC (Area Coordinators Conference) Region 3

Region 3 consists of 14 Locals. Local Coordinators meet regularly to share reports from their Locals and receive important updates from ONA staff and portfolio stakeholders. These meetings are the networking hub to bring forward important issues and share with all leaders across the region.

In preparation all Locals submit e-scans. These reports are reviewed by the panel and discussed helping the Board of Directors develop action plans for all five regions based on real-time issues and trends.

Each Local gets to chair Regional ACC and ONA80 has just recently chaired the ACC meeting on October 15-16, 2024.

- *Key discussions focused on significant challenges, including:*
 - Grievances and labour relations issues, particularly discipline and terminations, vacations denials
 - Support for Internationally Educated Nurses (IENs), which remains insufficient from both the government and employers.
 - Rising workloads, prompting a new approach developed by ONA to assign Practice Specialists and Labour Relations Officers (LROs) to assist with workload concerns.
 - Vacancy rates, retention issues, and denied time-off requests, all of which continue to impact members across the region.

Upcoming ACC Meetings:

- February 11-12, 2025 – Chaired by ONA082, ONA095, ONA097
- May 27-28, 2025 – Chaired by ONA111, ONA115, ONA124
- October 22-23, 2025 – Chaired by ONA237, ONA006, ONA016

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If you have specific concerns or issues to address at the Region 3 ACC panel, please reach out to Serge Ganzburg at local080@ona.org.

June 2024 PCM – Ottawa, Region 2

June 11-12, 2024, at the Westin in Ottawa, with additional educational and political action session on June 13.

Two business meeting days were featured with panel discussions and portfolio reports, Address from President Arris.

Highlights: Extendicare province-wide robust political actions

Nursing Homes contract. Pay raise up to 12% including RPNs, PSW and NPs

Safe staffing through professional practice reports. 2.06 was preserved

Bad bosses. Push back against them

Cameron Love, Ottawa Hospital CEO. Privatized procedures on weekends. No regard to available staff paying to private force

Health care mergers in the North

Hospitals merge and others close

Sylvia Jones MOH offered additional funding to HC institutions willing to merge

ONA is in news and there is no shortage of issues that ONA readily comments

Federal elections. Poilievre promises cuts to public sector, looking to further privatize

Financial updates from CFO Nina Sinopoli covered allowances, with northern travel support set at \$5,000 for Region 1 and selected locals, and an increase to the 26.11 allowance to \$1,500 per local.

The status of the London office reopening remains unclear, though progress was reported on IT modernization projects.

ONA continues to maintain an active presence in the media, providing timely commentary on pressing healthcare issues.

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PROVINCIAL COORDINATORS MEETING HIGHLIGHTS

ONA PCM Highlights

JUNE 11 AND 12, 2024 | HELD IN REGION 2 – KNOWS JUST WHAT TO DO – IN BEAUTIFUL OTTAWA!

Bad bosses targeted in bold president's address to support mobilizing movements

WHEN ONA PROVINCIAL PRESIDENT ERIN ARISS asked the more than 240 delegates at the June Provincial Coordinators Meeting (PCM) whether anyone has had a bad boss, virtually 100 per cent of the delegates answered with an overwhelming, "YES!"

In the nation's capital just steps away from federal parliament, Erin pointedly called out several of the big bad bosses that ONA and our members have been forced to deal with in their work.

"We might laugh at bad bosses sometimes, but their impact on members is no joke," notes Erin. "We can and must build our collective power to challenge all bad bosses."

From Extencicare CEO Dr. Michael Guerriere to Premier Doug Ford and Health Minister Sylvia Jones, these bad bosses must be put on notice and called out for their callous and secretive work to privatize health care and line the pockets of their shareholder buddies.

Yet, we have a clear message for all bad bosses.

"Together, we will not back down. We do not fear our governments, our employers, no matter how powerful or influential," Erin said. "Because we have real power. The kind that comes from mobilizing our power in numbers. And we are ready to fight bad bosses, and we will win!"

Watch Erin's president's address as well as the other videos shown at PCM on YouTube at youtube.com/ontarionurses.



PCM HIGHLIGHTS | JUNE 2024

1

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Last day
of the
June
PCM
was all
about
getting
pumped
up and



delivering important message to
all who look to privatize: ONA
demands to keep health care
public, NOT FOR PROFIT



2023 Biennial Convention took place in Toronto
Human Rights and Equity Caucus on November 6th, 2023. In-person only
Keynote guest speakers:
Pam Fraiche, Workers Action Centre,
Cathy Crowe

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Biennial business meeting days November 7-9th, 2023

ONA new branding

Revealed at the November 2023 Biennial Convention.

Exciting future and bold action plan

We change

the places we go.

We are everywhere: hospitals, homes, communities. No one does what we do. We push for reforms and fight for better workplaces. We don't settle because a lot is at stake—who we are, where we work and who we work for.

INJUSTICE MAKES
US ANGRY.

Anger makes us act.

We confront unfairness head on. Even if we're told to go away. We may not be the loudest because anger can be exhausting. But we will not be bullied. We will not stand down. We will make them see us, hear us, appreciate us.

ONA Central is looking for members' input making changes and adapting, making sure that members and Locals/BU receive the support they need.

Fight like a nurse

#FIGHTLOCAL

ONA080 offered sponsorship to first 10 members to attend 1 day with salary replacement and additional 20 members \$50 honoraria if attended on their day off. Reimbursed for public parking and public transportation.

2024 November Provincial Coordinators Meeting

The ONA November PCM will be held on November 13 and 14 at the Sheraton Centre Hotel in Toronto, with a half-day of business scheduled for November 15.

The morning of November 14 is reserved for Political Action, with attendees encouraged to dress comfortably for participation in an off-site rally.

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Registration information and application forms for attending on salary and on honorariums posted on ONA80 website: <https://local80.onalocal.org/news/2024-pcm/>

Offered the 10 first members to attend 1 day of PCM or HR&E with salary kept whole (7.5 hours).

Additionally, ONA80 Human Rights & Equity (HR&E) members have the opportunity to attend the first day on salary (7.5 hours).

To support participation, the local will reimburse its members for public transportation or public parking expenses incurred during attendance at the PCM.

Keep receipts and reach out to Local Coordinator Serge Ganzburg local080@ona.org or Treasurer Paul LoStracco

7.2

2024 Nursing Week events and information

2024 Nursing Week Gala Dinner attended by 416 members and guests.

Special guests:

ONA President Arin, 1st Vice Angela, R3 VP Karen, ONA CEO Andrea, Nadia – ONA counsel, Savita LRO, HOOPP and Belairedirect representatives.

Attended by our famous photographer Harry. Photos are uploaded to the ONA80 website.

Fun night, dance floor and games, photobooth, many door prizes.

Evening reception at Sunnybrook across all 3 campuses. Sandwiches, veggies, soft beverages, desert and many swags and give-aways.

Look forward to 2025!

2025 Nursing Week and RT Week

Nursing Week May 11-17, 2025. Gala Dinner May 14, 2025

RTs Week Oct 20-26, 2024

We are celebrating RT Week with our valued and respected Respiratory Therapists colleagues at Sunnybrook and across Canada

Nursing Week Survey has been posted on the Local website. Executive encourages you to share your preferences. For more information visit local website:

<https://local80.onalocal.org/action/nursing-week-rt-week/>

ONA Central IT are updating the website

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General information:

- Dues were restructured and amended at 2023 Biennial
Removed percentage accelerator

	2024	2025	2026
Operating Dues (incl. Critical Illness/LTD premium)	\$ 97.44	\$ 102.44	\$ 105.69
Local Funding	\$ 18.69	\$ 19.26	\$ 19.84
LEAP	\$ 4.00	\$ 4.00	\$ 4.00
Supplementary Funding	\$ 2.00	\$ 2.00	\$ 2.00
Total Monthly Dues	\$ 122.13	\$ 127.70	\$ 131.53
• Percentage increase	6.60%	4.55%	3.00%

- Member Dues Rate Increase
 - In 2024, \$7.54/month - \$5.50 Operating, \$1.50 LEAP, \$0.54 Local Funding
 - In 2025, \$5.56/month - \$5.00 Operating, \$0.56 Local Funding
 - In 2026, \$3.83/month - \$3.25 Operating, \$0.58 Local Funding

As we draw closer to the end of 2024, and on behalf of ONA80 Executive Committee, wishing you and your families Healthy and Joyful Winter Holidays Season!

In solidarity,
Serge Ganzburg
ONA80 Coordinator

7.2. Report of Local Bursaries – Paul LoStracco

Paul - To date only have 14 sessions of e-learning modules submitted for reimbursement as per Local Policy 3.10.1.

8. Other Business

- Provincial Policies Amendments
 - See Serge's Report – Appendix "A"
- Meet & Greet – ONA Provincial Treasurer
 - Karen Muller (ONA82) – in person presentation.
 - Bernadette Robinson (ONA49) via MTeams.

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- **Local Negotiation Team Update**

The 2 members that submitted nomination forms were both acclaimed.

FT member – Carolyn Jardine

PT member – Robert Maguire

Reminder to have members submit the Have Your Say questionnaire for the Local Collective Agreement no later than Nov 8, 2024.

We will be starting local negotiations starting in the New Year.

9. Adjournment

ADJOURNMENT AT: 1630 hrs

BY: Serge Ganzburg

MOVED BY: Rose Payne-Thomas

SECONDED BY: Jane Gaanan

CARRIED

Serge Ganzburg
Local80 Coordinator

Paul LoStracco
Local80 Secretary/Treasurer

Appendix "A"

General Membership Meeting (GMM)

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POLICY MANUAL

SECTION: **MEMBERSHIP**
SUBJECT: **Confidentiality of Membership Information**

POLICY: 16.1
PAGE: 1 of 2
EFFECTIVE: April 1988
REVISED: September 2012,
December 2018,
January 2024

Policy:

~~The information contained in this list, like~~ In accordance with ONA Privacy Policy 27.1, all membership contact information is confidential and for the purpose of communication with such members on ONA business only and not to be used for personal gain.

ONA leadership email accounts are necessary to support the secure usage and access to ONA technologies designed to assist leaders, such as:

- Accessing leader information on the AccessONA portal (e.g. member education, resources for leaders)
- Accessing their MIRE/DDR via One Drive/ Sharepoint
- Signing up new members using adobe sign
- Ensuring ONA communications are secure from unintended access or disclosure
- Ensuring the recovery, retention and continuity of leadership communications when there is a change in position

(See also ONA Privacy Policy 27.1)

~~In May of each year, ONA will provide an Executive Contact List to all Local Coordinators and Bargaining Unit Presidents. This Contact List shall contain the names, addresses, e-mail addresses*, and phone numbers for the following positions:~~

In order to ensure privacy and confidentiality of membership information, ONA will provide and fund secure ONA email accounts for the following leadership positions:

- 1) Local Coordinator
- 2) First Vice-Coordinator
- 3) Local Treasurer
- 4) Local Secretary
- 5) Local Secretary-Treasurer
- 6) Bargaining Unit Presidents
- 7) Vice-Presidents who have a labour relations focus
- 8) Site Representatives who have a labour relations focus
- 9) Grievance Chairperson or one representative
- 10) Human Rights and Equity Chairperson or one representative
- 11) Health and Safety Chairperson or one representative
- 12) Professional Responsibility and Workload Chairperson or one

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SECTION: MEMBERSHIP
SUBJECT: Confidentiality of Membership
Information

representative

13) Safe Return to Work/Accommodation Chairperson or one representative

Locals may request secure ONA email accounts for other bargaining unit leadership positions that handle confidential membership information (e.g. Return to Work Representative) or whose union function requires such account (e.g. involves the signing up of new members, updating membership records, etc). The Regional Vice-President shall be advised of any such requests. Such additional accounts may be funded by ONA after consultation with and approval by the Regional Vice-President.

Local Coordinators will be provided a quarterly report identifying the ONA email accounts provided to their Local and their activation status. The Regional Vice-President will also be copied. The Local Coordinator and/or Regional Vice-President can contact the Information Technology (IT) Team to eliminate an account if necessary.

Use of Employer-Sponsored Email

In order to limit organizational risk, executive members shall not use employer-sponsored email addresses for conducting ONA business. This ensures that the employer is not able to access union and membership information that is of a confidential and/or sensitive nature. ONA Leaders are provided with secure ONA email accounts and these should be used when conducting union business.

Note: If necessary, employer-sponsored email addresses may be used to circulate union meeting notices/announcements which would otherwise be posted on the union bulletin board and do not contain confidential/sensitive information.

Appendix “A”

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- 13) Safe Return to Work/Accommodation Chairperson or one representative

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Regional Vice-President.

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